G R S 58]

Previous references
Edn 322-07 861-7

v

1913-14
(Edn)

File No 157-13

Serial Nos 1, 2, 3, 4, 5 +6

Later references
~~C F 4~~

CB 156-20-1 to 12
CB 84-24-1 to 2
CB 117-24-1 to 2

GENERAL AND REVENUE SECRETARIAT

Serial Nos 1 to 6

Part B for January, 1916

SUBJECT

Confirmation of Mr E P Metcalfe as Professor of Physics in the Central College, Bangalore

Serial 6 To the Dy of Edn in Mysore
for communication to Mr E P Metcalfe
Comptroller
No 2279 80 8 4 1 1916

KKS 5/31 Sanctions the "Confirmation of Mr E P Metcalfe" with usual concessions

W D 1351—GPB—20,000—18-12 15

B N Narasimaya

G R S, 11] 1913 14

GENERAL AND REVENUE SECRETARIAT

(1908)

NOTES

File No

FILE HEADING

Confirmation of Mr G P Metcalfe, Professor of Physics, Central College

From

No		Dated	Received
Diary No	Encls	Spare Copies	Serial No

BRIEF ABSTRACT OF LETTER

NOTES AND ORDERS

KK

Mr Metcalfe was appointed Prof of Physics in the Central College on probation for 5 years in G.O Nr 12905-8/G&C 322-07 dt 12/6/08 He joined his appointt on 28-11-1908 and his probation any period of 5 years expires on the 28th November 1913 The

NOTES.—First Sheet

GIB J 000 1 6 12

[G R S 12]

General and Revenue Secretariat

File No. 157 of 1913–14

Serial No.

question of his compensation has therefore to be taken up. Noted with a draft letter to the Govt of Govt

Secretary 24 Nov 13

8/10/13

CSB 8/10/13

3 Draft appd by Sec Councillor 10-10-13

4 Issue

To the Govt of Eom C no 6 3 13 & 13

States that the period of probation 5 years for which Mr Metcalfe has been appointed on prob^n, expires on 28/11/13, & calls for a report as to his confirmation in the appointment of Professor of Physics, Central College

5 As no reply has been received a draft do reminder is put up

Submd

31 10 13

6 Issue 1/11/13

NOTE—Contin. sheet

~~2732~~ 205

G R S 12]

General and Revenue Secretariat | Edn File No. 157 of 1913-14

Serial No	
2	To the Dy of Edn Do no 5073 dy 3 11 13 Requests an early reply
3	from the same offr Do no 445 dy 6 11 13 States that he has requested Mr Tait to send his report, that he could not know the report will be submd after the receipt of Mr Tait's reply, and that Mr Metcalfe also had been here in this connection. The report from the Dy may be awaited Submd 8/11 & Vs 11 11 13 8 11 13 10 11/11/13
4	From the Dy of Edn No 6136/332 dy 21/11/13 States that Mr Metcalfe's work is very satisfactory and Recommends that he may be confirmed in his appt & Submd with abstract order [and a letter to the Residency] 24 27/11/13 Secretary to Govt Sub Asstt 29 11 13 " Mr Metcalfe may 2/12/13

[- 7 unnecessary]

NOTE—Contn sheet

(R S. 12)

General and Revenue Secretariat

4

File No 157 of 1913-14

Serial No

be Confirmed I do not think it is necessary to obtain sanction of G.I. for Confirmation

3/12/13

Decision

DO 24/12/13 from the Dept of Edn stating that Mr Metcalfe has made certain Representations etc

A DO letter since received from the D of I is submitted for which the file may wait till the Govt promised further communication is received

Govt 13

Govt Fe 12 13

CSD 6/12/13

5

From The Dept of Edn
No 7676/394 dt 17/12/13
Forwards for favourable Consideration Copies of Mr Metcalfe's letters dt the 27th and 28th November and 5th December 1913 Specifying the terms on which he is willing to Continue on his appt as Professor of Physics

PTO

NOTE—Contn sheet

G R S 12]

General and Revenue Secretariat

G&R File No 157 of 1913 14

Serial No 14

Mr Metcalfe Secures the following Conditions —

(1) He should be given the same improvement in pay and pension which may be given to members of the Indian Educational Service the pension however shall not be less than that Calculated under the Imperial Service Regns to officers who are eligible for a pension of Rs 6000 per annum payable in England at 1s 6d per Rupee.

(2) He should be given a personal allowance of Rs 100 p.m. for house Rent.

(3) He must be exempted from the Insurance Regns

(4) He must be given study leave once in 3 years on ⅔ of his pay, the time spent on such leave counting towards pension

(5) He should be given the more favourable furlough Rules (Chapter XIV of the Imperial Service Regns)

(6) His title should be designated 1st Asstt Prof to 2nd Asstt Professor Respectively

This has been done in the Personnel Circular

NOTE—Contn sheet

GPB—60 000— 11 13

General and Revenue Secretariat | G.S. File No 157 of 1913-14

Serial No

Transferred from Govt

16(7) Rules should be made for Honours Courses in Physics

15 Mr. Metcalfe also suggests that the Rule prohibiting Combination of privilege leave etc with Vacation in the case of Educational officers is contrary to the interests both of the State and the Professors concerned. He is prepared to accept the Home Service Leave Rules with the addn of some definite arrangement for study leave which must be permitted to be combined with Vacation

16 The D.P.I. is in favor of granting No 1 to 3 of Mr. Metcalfe's terms Viz placing him on a footing of equality with members of the Indian Educ Service Regarding pay & pension to the exemption from the Insurance Regns. He leaves term No 3 Viz personal allowance of Rs 100 per house Rent to the decision of Govt with the Remark that Mr. Metcalfe is a man of ability and enthusiasm and any encouragement shown to him will not be thrown away. He is in favor

NOTE—Cont'n sheet

GPB—60 000—7 11 1

of granting study leave (term Not
once in 4 years on ½ pay, fixing however
the total period of such leave to 2
years in all during the whole service.

17) Under the present arrangement Mr
Metcalfe's leave is Regulated by the Rules
applicable to the members of the Indian
Institute of Science, Bangalore We do not
Recommend that he may be brought
under the Imperial Service Regns and in-
cluded in the list of officers entitled to
the long leave Rules of Chapter XIV of the
Regulations He also Recommends that the
prohibition of the Combination of furlough
etc with Vacation Passes Relaxed in the
Case of Professors etc

Rules 185
191
Ft 150

Refer for orders Pr. II has to be Consulted

hw
24
5/1/14

18) To Branch II for opinion

Pr
5/1

Pr
(1)

Ft Leave 771
R S R
6/1/3

Sub
Pr 30
7-1-1914

19) Mr E O Metcalfe wishes to be placed on an equal footing with the Indian Educational officers as

NOTE—Contn sheet

Serial No

A

R

as regards pay and pension. The late I G of Education Mr H J Bhabha has stated in his letter dt 23-1-1908 to Sir W Meaw Ramsay applying for a qualified man to the place of Professor of Physics in the Central College that "the new professor will be given the same terms of pay, leave and pension as are given to officers of the Indian Educational Service recruited in England by the Secretary of State for India" The Govt have, in their order No 12905-8 / Edn 322-07 / dt 12-6-08 appointing Mr Metcalfe as professor stated that "if Mr Metcalfe continues sufficiently long in the service of the Durbar, he will be entitled to pension under the M S R" The present I G E supports Mr Metcalfes request and recommends that his name may be included in the list of officers entitled to the benefit of art 328 & 336 (c) M S R In these circs and in view of the fact that the officers in the higher grades of service are generally given the benefit of these arts, and their names are included in the Appendix A, Mr Metcalfes name may be included in the Appendix

NOTE—Contn sheet

GPB—60 000—7 11 13

& 9

G. I. S. 17]

General and Revenue Secretariat | Edn File No 167 of 1913-14.

Serial No

This will place him on a par with the Directors of Public Instruction in Br India as regards pension (Vide art 475 C S R)

20) The I Gl recommends the payment of Mr Metcalfes pension in England at 1s 9d per rupee This concession is restricted to only European officers entertained in Mysore prior to 21-11-1905 Govt do not ordinarily undertake payment in England and when they do so in exceptional cases, the payment is arranged through the State Bankers at the fixed rate (1s 4d the rupee) (Vide art 522 M S R

21) Mr Metcalfe wants a personal allce of Rs 100 p m as a contribution towards the expense of renting a house He wants this, because he has to pay heavy rent to reside in the neighbourhood of the College, and he wants this as personal allce as otherwise he will forfeit it during long leave Housrent is not a personal easement It is attached to certain offices as it is considered necessary in the public interests to afford this convenience to the holders of such offices If, to serve public

NOTE—Contn sheet

GPB—60 000—7 11 13

Serial No

public interests the professor has to reside in the neighbourhood of the College the allce may be attached to the professorship But it seems objectionable to term it "personal allces" as it will then reckon as part of the emoluments for the calculation of his pension

2. Mr Metcalfe wants to be placed on the list of officers coming under the more favorable furlough rules and also granted study leave once in 6 years on 2/3rds of his Indian pay, the time spent on study leave counting towards pension The I G of Education recommends That Mr Metcalfe's leave may be regulated under the rules of Chapter XIV M S R These rules are more advantageous than the rules of the Indian ~~Edn~~ Institute of Science as pointed out in p p 11—15 of the office notes in Edn File 822 of 07 putup The latter rules were adopted with a view to obtain the services of a first rate man Now that such a man has been secured, that he-

NOTE—Contn sheet

Serial No

771

he himself has suggested a change to the rules of Chapter XIV M S-R and that it is also desirable that the pay, pension and leave etc of the officer be regulated by the rules in M S.R, it seems that Mr Metcalfe's name may be included in Appendix I Whether in addition to these rules Mr Metcalfe should be given Study leave also is a matter for consideration,

(3) Mr Metcalfe seeks exemption from the Mysore Insurance rules and the I G sees no objection to grant him the exemption unless specially exempted by Govt under exceptional circs, insurance is compulsory (Vide rule 6 of the Insurance rules)

S & W
PM 2 38 SW / 8 1-1914 9/1/14 By Mr Metcalfe entered service on this distance understanding that leave & pension rules of Indian Edn Service but that if he served different Geographical Suspension would be regulated by the rules in the M S R the Mysore Service Rules now for the most part mirror those of

NOTE—Contn sheet.

Serial No

per annum and to undertake
interpret to reopen the Revised Scale
25 yrs service & 6000 Rs pension
At the same time it is requisite that
Professors of 1st grade Colleges should keep
in touch with the rate of advancement
that the world might have made and it
would therefore be necessary to permit
them to go to Europe after the lapse
of the European leave service Rules
now in force & be extended to them

2 In pursuance of this decision no
case has been made out pro forma and
for much decline sanction it would
create any inconvenient
precedent

3 In the pay of this person is suspended
as it is desirable to retain the service
of such a qualified professor as Mr
Metcalfe a concession may be shown
in this & other similar cases of pensions
being paid in Europe at 1/- 9d per Re

4 Mr Metcalfe wants to have the
benefits that would accrue
to him combination Privilege Leave & the Rules
but does not want to give up his pension
during after his retirement

NOTE—Contn sheet

G R S 12]

13

General and Revenue Secretariat

File No 154 of 1913-14

Serial No

771

Secretary of S/S with the Concession of Extending European service leave rule. Question of pension at 1/2 rate in respect of India - Note

1/2/14

Secy

I think it would be simplest to take the points in Mr Metcalfe's letter of 27 11 13 seriatim -

(1) This is not reasonable - The hands of the Govt of Mysore cannot be forced in this way according decisions which may be arrived at by the British Indian Govt I find nothing in the Govt order of 12 6 19 8 referred to by the Govt which may be held as a promise to this effect -

(2) This too is not reasonable Moreover it will be a very inconvenient precedent if sanctioned There is no such thing in British India for the I S generally

(3) No objn if Govt specially desire to grant this exemption -

(4) The general study leave rules of the Govt of India given in App 32 C S R under which study leave not exceeding 12 months in all or not more than twice may be given to an officer, are not applicable to

NOTE—Contn sheet

CPB-C0 000—7 11 13

Rems 7/1

offers of the Indian Educational services. Long vacations & favourable furlough rules appear in their case. In my opinion this concession is not necessary

(5) No objn & this the must definitely & fully accept chapter XIV M S R as it stands

(6) No financial objn if it is to be a mere change in designation but the practice as regards other branches such as Chemistry Biology &c may be taken into account in arriving at a decision.

(7) No objn provided there are sufficient pupils.

M
27/1

Dr B & IV)

29 Submd
MW
24
30/1/14
B
30
Secy Edn)

M
31/1/14

(7)

Though there is no specific provision in the Govt of India

Serial No

31 I generally agree with the remarks of the Financial Secretary Though as observed by the Financial Secretary there is nothing in the Govt Order sanctioning the appointment of Mr Metcalfe to warrant this ~~commission~~ concession, yet Mr Bhabha's D O of of the 18th March 1908 in Educational File No 322 of 1907 shows that the terms originally offered to Mr Metcalfe were the same as those given to members of the Indian Educational Service If on the recommendations of the Public Services Commission or otherwise the pay and pension of European Members of the Indian Educational Service are improved it will be necessary for the Durbar to offer similar terms to their recruits also In regard to officers already in the service like Mr Metcalfe, Mr Usher etc, it will be necessary in most of the cases to extend simil terms to them lest they should give up Mysore service and seek for employment elsewhere In this view we may assure Mr Metcalfe that his application would be favourably considered when orders are issued in - - British India

(1st member of Council) CSB 10/7/14 SR

32 Please append a Statement showing side by side what is due in ordinary course & what he asks for, so as to show at a glance, the difference

NOTE—Contn sheet

Serial No

between the two, with remarks of H Secretary
10/3/14

IV
33 Please put up such a statement-
CBS
11/3 Mg 5/2

34 A statement is submd
8/P III
13 3 14
BAS

35 1st member
CBS
14/3/14

36 I have noted opinions on the tabular statement Please draf a final note accordingly and send up
Secretary Eom)

37
Typed Final Note appd by 1st Member
MV
1 4 14

38 Dewan
CBS
3/4/14

8/7/13
6 4 14

Edu 157-13

16
17

Final Note by the First Member of Council

Subject - Confirmation of Mr F P Metcalfe Professor of Physics Central College Bangalore

---

39 (1) Mr Metcalfe was, as usual with officers recruited for the Educational Department, taken on probation for five years The meaning hitherto attached to such contracts has been that either party can end the service but no new terms were meant to be introduced on either side Mr Metcalfe however has taken advantage of the occasion for springing new proposals on Government This though perhaps within his rights is hardly what one would have expected However as we have the liberty to decline to entertain any of them it can hardly be said that he has taken any unfair advantage

(2) The demands made are entered in the tabular statement annexed The result of informal discussion in Council was that we should not promise to give him better terms in the matter of future pay &c depending on what the Government of India may give hereafter in British India in accordance with the recommendations of the Public Service Commission as the demand is unreasonable The demand for a personal allowance in lieu of house rent may be similarly declined He may as requested be exempted from compulsory insurance As for request about study leave &c the most favourable rules of the Mysore Service Regulations may be extended to him in their entirety provided he does not claim anything under the Indian Institute rules as originally agreed to

(3) The last two requests about designation of Assistant Professors and Honours Courses hardly touch him personally and Government may say that they will be ready to do what is for the interests of the College The Honours Course -

Edn 157-13

T/18

Course will be opened next term

(4) ~~It must, however, be noted that~~ Mr Metcalfe has been a good Professor and ~~he~~ with his experience gained here he may perhaps find a place with better prospects elsewhere He is not in India now After his return I think it would be advisable to discuss matters with him and arrive at a reasonable understanding But of course it is equally desirable that Government should not allow itself to be unreasonably coerced It would not be impossible to obtain the services of an equally competent man

(5) The manner in which these proposals are made -- makes one think that they are an afterthought on his part

1 Ap 1914 H Mayrudeswara

It was considered advisable to ~~Confer~~ discuss matters with him after his return from Europe & as a result of the discussion, I have arrived at an understanding which is embodied in the draft order put up herewith I think there is nothing unfair to either side in the terms as now modified & so I recommend that this proposal may be sanctioned

7/11/14

EEU 157-13 19

40

(1) Nothing proved in the Estimate to future increase ~~should~~ Cover ... ought to form of Indian -

(2) Mr. Metcalfe will ... Govt's negative ... feels that he might be ... liberality to ... & would ... please ... (illegible) ... Otherwise he will ... an attempt to ... support for ... -

(3) Exemption from ... to be given

(4) ~~The~~ Part of ... other leave ... Ch XIV ~~Estimates~~ of ... on Study to be ... 2/3 pay & Subsidy ... of G-D-S

(5) Mr M ... to be ... by M S Ref ... in XII'

(6) Mr M wishes to ... study leave for a year next year or the year after, even though M S Ref ... seems to ... 8 years' ... service. ... the letter to ... m. ... 6 years' is ... ')

41 Ed-Sec'y

Will you please draft an order on these lines?

27/8/14

42 Typed draft ... Sec'y

31/8

43 1st member

31/8/14

G R S 12]

~~20~~ 21
~~20~~

General and Revenue Secretariat | Edn File No 157 of 1913-14

Serial No

42) At what rate ~~are~~ are leave allces now being paid to Mr Metcalfe? Is he entitled to 1s 9d pension or not under the old order 1/- to 1-6 rate for leave allces Please make this certain from the Fl Deptt?

9/Bs) fever cases than formerly leave
Only 1-4d for furlough leave
(under p 47 supra)
Rs 11/9/14

11/9/14

H Leave 426

43) By Tl pr the information being supplied

Br II)

CSS
12/9/14
Pros

Subject matter of note dated 11/9/14

Ref

44) In G of I No 12905-8/Edn 322-07-7 dated 12-6-08 ~~the~~ (the case of Mr Metcalfe) it is stated that "the rate of exchange of pension and leave allces in England will be the same as that fixed for members of the Indian Educational Service in British India. The rate fixed for these officers is as follows —

Pension — 1s 9d the rupee
(Govt 971 C S-R).

(para 6)

NOTE—Contn sheet

(PB—03 000—15 9 14

General and Revenue Secretariat | File No 157 of 1913 4

Serial No

Leave allces — 1s 4d the rupee for privilege leave 1s 6d the rupee for leave other than privilege leave (art 868 C S R)

Sub
Secy
4 11 14

According to the M SR the rate for leave allowances is 1s 2d and that for pension 1s 1d in the case of officers entertained prior to 21-11-1905 and 1s 4d in the case of others (arts des 478 & 522 M S R)

Per VP
4 11 14

46) Subd with refce to 1st Members query 3 11 14 ante p 2

SW
4 11 14

47) Under the G O sanctioning leave to Mr Metcalfe is entitled to the following rates of exchange —

Pension 1s 1 9 d the rupee
Privilege leave allowance 1s 4 d "
Other leave allowance 1s 6 d "

1st Member
4/11

48) Final note - (to be put up)

The draft G O may issue

This reply to my query should have come much sooner

7/11/14

* Final note 3 9 11 14 is put up on the file - MSS

NOTE—Contn sheet

Relay [illegible]

GPB—03 0 0—15 9 14

Edn 157-73 22 A

Final Note by the First Member of Council

Subject — Confirmation of Mr. Metcalfe, Professor of Physics, Central College, Bangalore.

Mr. Metcalfe was, as usual with officers recruited for the Educational Department, taken on probation for five years The meaning hitherto attached to such contracts has been that either party can end the service but no new terms were meant to be introduced on either side. Mr Metcalfe, however, has taken advantage of the occasion for springing new proposals on Government This, though perhaps within his rights, is hardly what one would have expected. However, as we have the liberty to decline to entertain any of them, it can hardly be said that he has taken any unfair - advantage.

The demands made are entered in the tabular statement - annexed The result of informal discussion in Council was that we should not promise to give him better terms in the matter of future pay etc , depending on what the Government of India may - give hereafter in British India in accordance with the recommendations of the Public Service Commission, as the demand is unreason

-able

The demand for a personal allowance in lieu of house rent may be similarly declined. He may, as requested, be exempted from compulsory insurance. As for request about study leave etc , the most favourable rules of the Mysore Service Regulations may be extended to him in their entirety, provided he does not claim anything under the Indian Institute Rules as originally agreed to.

The last two requests about designation of Assistant Professors and Honours Courses hardly touch him personally and Government may say that they will be ready to do what is for the interests of the College The Honours Course will be opened next term

Mr. Metcalfe has been a good Professor and ~~that~~ with his experience gained here he may perhaps find a place with better prospects elsewhere. It was considered advisable to discuss matters -- with him after his return from Europe and as a result of the discussion, I have arrived at an understanding which is embodied in the draft order put up herewith. I think there is nothing unfair to either side in the terms as now modified and so I recommend that this proposal may be sanctioned.

H Mayendaya

9/11/14

First Member of Council

G.R. 5 12]

3514-13

23

General and Revenue Secretariat | E L File No 157 of 1913

Serial No	
2484 11 11 14	(11) Submitted to Council with final note by 1st member CSS 10/11/14
	(50) I agree with the 1st Member Please circulate to Council and send up with a draft submission note 23 11 14 CG ~~Send to Consult Secty~~
	(51) Circulate CSS 23/11/14 Am
Consulted	
	(52) I agree too CCCJ 25/11 HMc 27 11 14
	(53) The conditions on which it is proposed to confirm Mr Metcalfe follow the views of the FD except in regard to a slight combination of study leave with furlough [vide (c) on page 2 of the Note]
Returned 28/11/14	(54) Forwarded to H.E. Secy for favour of any further representation he may have to make on the point
602	CSS 28/11/14

NOTE—Contn sheet

55 Returned

GPB—3000—1.9.14

3574-13

24

G R S 12]

General and Revenue Secretariat | Ed File No 157 of 1913

Serial No 56

The following points require clearing up

Para (6) of draft — From what date is he to come under chapter XIV — from the beginning or from date of confirmation?

Para (c) — Will study leave be part of furlough or outside furlough? It may also be made clear that d/a or t a will not be allowed in addition to 2/3rds pay. The total period of study leave admissible may also be clearly stated.

and Refer to rules 7 & 8 | 2 & 7

The points on which the limitations of the Foreign study leave rules are to be applied may also be definitely stated & which Govt of India rules are referred to should also be clearly indicated. Such vague references lead to trouble often

Files nos 793 & 914

30/11

(for VI)

57 Subd

3

SN 30/11 58 Lee 4/

Lee? 2/12

Study leave rules Govt of India left out

Am 2/12

Please put up a copy of the Govt of India Study Leave Rules"

NOTE—Contn sheet

GIB— 000—2 11 14

CSG 3/12/14

G R S 12]

General and Revenue Secretariat

Edn File No 157 of 191 3-14

Serial No

59 A copy of the appendices to the Civil Service Regulations corrected up to date is put up. Please see appendix 32 pages 75 & 76

Submd
8/12/14
4 12 14
Secy

60 Ans 4/12

61 The ~~draft~~ file is resubmitted with the further opinion of the Fl Secy

62 The amendments necessary in the draft to clear up the points noted by the Fl Secy are indicated in the margin of the draft

63 If the amendments are approved by 1st member draft Submn note will be putup The amendments are not very important so it is perhaps unnecessary to place the case before Council again

CSS 11/12/14

1st member

64 I agree Please get the order ~~draft~~ typed again as amended & expedite

17/12/14

Tiles lectures to Pts II & III should be sent to the Library after the proceedings are completed

Civil Ser Regns as corrected up to date put up

8/12/14

A typed copy of the Regns is on the file

Flag O

NOTE—Contn sheet

35(1-15

25-34

[G R S 12]

General and Revenue Secretariat | Estt File No 157 of 191 3-14

This belongs to Part II which must be back in circulation. The letter may be filed with the papers relating to the Civil Service Regulations which is duly submitted to the Regd 8/12 4 12 14

* Typed copy of the papers is on the file flag O

Serial No

59 A copy of the appendices to the Civil Service Regulations corrected up to date is put up Please see appendix 32 pages 75 & 76

Submd 8/12 4/12/14 4 12 14 Secy)

60 Ans 4/12

61 The ~~draft~~ file is resubmitted with the further opinion of the Fl Secy

62 The amendments necessary in the draft to clear up the points noted by the Fl Secy are indicated in the margin of the draft

63 If the amendments are approved by 1st member a draft submn note will be putup The amendments are not very important so it is perhaps unnecessary to place the case before Council again

CSS 11/12/14

1st member)

64 I agree Please get the order ~~d/f~~ typed again as amended & expedite

17/12/14

NOTE—Contn sheet

G1 B— 000—2 11 14

G R S 12]

General and Revenue Secretariat | Ed File No 157 of 1913

Serial No

Please retype draft & put up
for submission

CSS
18/12/14

CS A retyped draft is put up
[illegible]

SK SW
19 12 14

CS/19/12/14

Secy

Dewan

3428
21-12-14

CSS

NOTE—Contn sheet

CIB— 000—2 11 14

For disposal by Circulation

No C 255
25 11 1914

GENERAL AND REVENUE SECRETARIAT

Council Matter

SUBJECT

Confirmation of Mr E P Metcalfe as Professor of Physics Central College, Bangalore, on certain conditions

CIRCULATED TO THE MEMBERS OF COUNCIL

By Order
D M Narasinga Rao
Offg Secretary to Government

25th November 1914

Extraordinary Member of Council Opinion recorded by the Extraordinary Member

First Member of Council Opinion recorded by First Member

Second Member of Council [signature] 26/11

GPB—1000—8 2 14

Submitted to His Highness

These papers relate to the confirmation of Mr E P Metcalfe as Professor of Physics in the Central College, Bangalore

R

2 Mr Metcalfe was appointed in Government Order 12905-8/Edn 322-07-7 dated 12th June 1908 as Professor of Physics on probation for 5 years, which period expired with 27th November 1913 He has now submitted a representation that certain modifications may be made regarding the terms of his appointment

Page under disposal
Nil Enclosures

L

3 The question has been carefully considered by Government and a final note by the First Member expressing his views in the matter after a personal discussion with Mr Metcalfe is submitted herewith The other Members of Council are also agreeable to the terms embodied in the accompanying draft order which may be graciously approved

Page 23 of office rule
Draft for approval

SPM

M Y Narayana
23rd Dec 1914

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject

Confirmation of Mr E P Metcalfe as Professor of Physics in the Central College, Bangalore

585

Order

KRW

26/12/14

R. & 12}

General and Revenue Secretariat | File No | of 191

Serial No

6

To the DG of Edn in mysore for information and communication to Mr Metcalfe no 2279-80 & 4 & 1916
Sanctions the Confirmation of Mr Metcalfe with certain Concessions

NOTE—Contn sheet

GPB—20 000—30 6 15

"Statement regarding the co
in connection

No	Points raised by Mr Metcalfe	Sanctioned by Govt Where appropriate his
flag R	Wants to be given the *same improvement in pay & pension if & whenever any impt be made in the pay & pension of similar Offrs in the Indn Educl Service as a result of the recomns of the Public Service Comn	* If he shd continue sufficiently long in Re here he will be entitled the pension under the n
	The pension shall not be less than that calculated according to M-S R applying to Offrs whose pension may amount to Rs 600	The rate of exchange pension & leave allce to the same as in the case members of Indn Educl
† flag A	per annum payable in England at 1s 9d the Re	It is stated in the to Sir W Ramsay recruiting the Offr that terms of pay, leave & will be the same as giv Offrs of the Indn Edl
2	Requests a personal allce of Rs 100 pm to cover house-rent	
3	Requests to be exempted from the Insurance Regulation	
flag A 4. & 5	Requests that he may be given study leave once in 6 yrs on 2/3 ds of his Indian pay — the period to count as service for pension and also the benefit of the fur furlough rules Is prepd to accept the	In the Do to Sir W R it is stated that he wi expected to spend a hom furlough every 6 yrs on 5/8 only to keep his up-to-date, on 2/3 ds of h
flag R flag Q	leave rules of the M S R with the addition of some definite arrangement regarding the combination of study leave with vacation	In the Do Sanctd th the leave rules applica are those of the Indn Su which provide that an shall receive only ½ his during the add leave may take to the ext 3 months once in eve the 1st grant of such le be only after the compl 3 yrs' service unless on med certificate

ntions raised by Mr. Metcalfe
with his confirmation

	Recommendations of the I.C.S. Con	Opinion of the Y.L. Secy	Remarks
ree 's S R 1 tee of Service to when the + pension can be drawn	The option of retiring after 25 yrs of service & the maximum and 1 Rs 1000 for pension as also the rate of exchange for his pension at 1/3 d the Re may be granted The instr that may be made in the Ind Ed Service on the recom^n of the Pub Ser Com^n may be extended to Mr metcalfe	This is not reasonable The hands of the superior Govt cannot be forced in this way according to decisions which it may be assumed at by the Sec Ind Govt Nothing is found in G O 1- in 6 08 regd to by the I.C.S which can be held as a precedent to this effect Secy therefore (NO)	In - Mr Service I st - h - be - of ed I.C.S. - held - - Secy in -
4 may be on 4 yrs or to self Indian pay appl e to men of Se H^r Salary must be of three yrs he shall on of ance	This is a new request, any help which is / e Entitlements ^ should not be taken away Subd for orders No objection Such officers should be given study leave once in 6 yrs on 2/3ds of Indian pay, the time so spent counting for pension The total amount of leave that could be so taken shd be limited to 2 years in the whole service He may be brought under the Rs A in place of the rules of the Ind Instr. of Se & his name included in the list of offrs entitled to the benefit of the furlough rules The combination of any leave (except furlough) with vacation	This too is not reasonable It will be a very inconvenient & precedent & cannot there be such thing in Br India for I.C.S generally No obj^n of Govt specially desire to give this exemption The general study leave rules of the Govt of India under which study leave not exceeding 12 months in all & not more than twice, may be given to offrs of the Ind Ed Service long vacations & favourable furlough rules suffice in their case No — ^ this connection is not necessary He must definitely & fully accept chapter XIV of the S R^s & Standards re furlough rules 7/8/14	Ne T^s no - (No) no obj^n yes Sugg - with the Sec y th - -

No	Points raised by Mr Metcalfe	Secretary's observations thereon
6	The designation of the assistants must be Mr 1st Asst Prof of Physics & 2nd Asst Prof of Physics	Nil
	Prof Rao to communicate to Chairman Honours Course in Physics next Session C Dale of letter 27/11/13)	Nil

879

Recommn of the 29 of Jan	Opinion of the 7th Feby	Remarks
~~No financial objection at present~~ Nil	No financial objn if it be a mere change of designation, but the practice regd may other branches of Science may be taken into account when decided	No Extra cost
Nil	No objection pressed there are but the usual proofs	The question under consideration Govt having sanctioned the 29 of Jan for establishment of the usual Coll in Physics how course, and been corresponding with the Regt of the Univ on this Connection

RULES FOR THE GRANT OF STUDY LEAVE TO OFFICERS OF SCIENTIFIC AND TECHNICAL DEPARTMENTS

Extra furlough for the purpose of study leave may be granted to officers by the Government of India on the recommendation of the Head of the Department or of the Local Government under vhom the officer applying for leave is serving The Government of India will require to be satisfied in each case that the knowledge sought to be acquired is of sufficient importance to warrant the grant of study leave Such leave will not ordinarily be granted to officers of less than five years' service or to officers within three years of the date at which they have the option of retiring on pension

Note -- (Extra furlough for the purpose of study may be granted by the Government of India on the recommendation of the Director to any graded officer of the Geological Survey who has completed more than three and less than 18 years' service)

The total period of study leave granted during an officer's service will not exceed ~~12~~ 24 months in all

3 Study leave will not be granted more than twice in an officer's service This restriction however does not apply to an officer who has part of his furlough converted into study leave under rule 8

4 The minimum period of leave granted solely as study leave will be six months The time spent on the journey to and from India by an officer whose study leave has not been combined with any other kind of leave will reckon as study leave but the lodging allowance specified in rule 9 will be granted during the period of study only

5 Study leave can be combined with any other kind of leave, provided that the period occupied in study is not less than two months, and that in the case of leave on medical certificate the Medical Board at the India Office certifies that the officer is fit for study The total period of absence from India will be limited to two years unless an extension beyond that period is necessary on grounds of health, and is otherwise admissible under the leave rules Further when study leave is combined with any other kind of leave the total period of such combined leave must not except in special cases, be less than six months

6 An officer whose study leave is combined with any other kind of leave will be required to take his period of study leave at such a time as to retain at its conclusion a balance of other previously sanctioned leave sufficient to cover his return journey to India

7 Except as provided in rule 8, all applications for study leave shall be submitted with the audit officer's certificate to the Head of the Department through the prescribed channel and the course or courses of study contemplated and any examination a candidate proposes to undergo shall be clearly specified therein

8 Officers on furlough or other leave who wish to have part of it converted into study leave should address the Under-Secretary of State, India Office and should attach (1) a statement showing how they propose to spend the study leave and (2) documentary evidence that their application for the particular course of study or examination proposed has the approval of the proper authorities in India Similarly officers on furlough or other leave who desire to have it extended for purposes of study should address the Under-Secretary of State but in addition to the above requirements they must support their applications with the documentary evidence of their having obtained the approval of the authorities concerned in India to their applying for an extension of leave

9 A lodging allowance at the rate of 6s a day will be granted for the period spent in prosecuting a definite course of study at a recognised institution or in any definite tour of inspection of any special class of work Special cases in which on account of exceptional circumstances a higher rate of lodging allowance or the grant of travelling expenses in addition to lodging allowance is considered necessary will be referred to the Secretary of State for his orders

10 [On completion of study, the certificates of examinations passed or the certificates of special study which must show the dates of commencement and termination of the course with any remarks by the instructor, shall be forwarded to the Under-Secretary of State India Office] In the case of definite courses of study at a recognised institution the lodging allowance will be payable at the India Office on claims submitted by the officer from time to time supported by proper certificates of attendance

[When the programme of study approved by the Government of India under rule 7 above does not include or does not consist entirely of such a course of study the officer shall submit to the India Office a diary showing how his time has been spent and a report indicating fully the nature of the methods and operations which have been studied and including suggestions as to the possibility of applying such methods or operations to India] The Secretary of State will decide whether the diary and report show that the time of the officer has been properly employed and will determine accordinly for what period the lodging allowance referred to in rule 9 above may be granted

11 Study leave will count as service for promotion and pension but except so far as it may be taken during privilege leave not for furlough or any other leave It will not affect any leave which may already be due to an officer it will count as extra furlough and will not be taken into account in reckoning the aggregate amount of furlough taken by the officer towards the maximum period of six years admissible under Article 299 of the Civil Service Regulations

12 An officer on privilege or combined leave may be permitted to commence a course of study before the end of his privilege leave, and to count the period of privilege leave so spent as part of his study leave without forfeiting his privilege leave allowance during such period With this exception an officer, during study leave will draw furlough pay If he is a military officer in civil employ he will be entitled to draw furlough pay as follows --

(A) If the rate of pay admissible during furlough earned by service under Civil Rules is higher in his case than that admissible during furlough earned by service under Military Rules then - -

(1) He draws pay at the former rate for such period of his study leave as has been earned by his service under Civil Rules, and

(2) for the remainder if any he can elect either ----

(a) to draw pay at the rate admissible during furlough earned by service under Military Rules or

(b) to draw it at the rate admissible during furlough earned by service under Civil Rules for a period not exceeding the amount of such fur - lough at his credit In this case an equal period of the furlough at his credit earned by service under Civil Rules will be treated as if it had been earned by service under

Military Rules

12 (contd)

(B) If the rate of pay admissible during furlough earned by service under Military Rules is higher in his case than that admissible in respect of service under Civil Rules then ---

(1) He draws pay at the former rate for such portion of his study leave as has been earned by his service under Military Rules, and

(2) for the remainder, if any elect either--

(a) to draw pay at the rate admissible during furlough earned by service under Civil Rules or

(b) to draw it at the rate admissible during furlough earned by service under Military Rules for a period not exceeding the amount of such furlough at his credit In this case an equivalent period of the furlough at his credit earned by service under Military Rules will be treated as if it had been earned by service under Civil Rules

13 On an application for study leave being sanctioned the Government of India will inform the India Office of the particulars of the case and it will be necessary for the officer concerned to place himself in communication with the Secretary of State who will arrange any details and issue any letters of introduction that may be required

FRS 26]

File No 157-11

Serial No /

*Diary No of letter replied to*_____

General and Revenue Secretariat

( )

the *19*

Dated 13/10/13

Signed by Mr. PR

C No 6 dt 18/10/13

To

The Dy Sec to Govt

Sir

I am directed to state that the period of 5 years for which Mr. G. P. Mukherjee, Professor of Physics, Bengal College, Bangalore, has been appointed on probation will expire on the 28th Nov 1913 and to request that you will be so good as to submit a Report about-

over

SUBJECT

his work together with your opinion about his confirmation in the appt

Have etc

C813 8/10/13

Secy, War Dept

Hw 24 8/10/13

W 8/10/13

10/10/13

List of enclosures,

Copied by

Examined by

GPB—10 000—28 2-11

G R S 26]

1/1

Diary No of letter replied to ——

General and Revenue Secretariat
( )
the *191*

Date of issue 3 11 13

Signed by Inn B Ramaseswaraiya

× Secs 7

File No

Serial No 2

No 5073
EDn 157/13-
8/3 11/13

~~To~~

Dear Sir,

I am desired to invite your attention to this office letter camp no 6 & the 13th Oct 1913 calling for a report about the work of Mr E P Metcalfe, Prof of Physics, Central College, Bangalore in connection with his confirmation in the appointment, and to request an early reply in the matter

Yours sincerely

1/11/13
for Secy (Educl)

SUBJECT Ill Nanda Rao, Esq, MA,
Dy of Edn

8/9/11
31/10/13

9/11/11

List of enclosures

Cordially

Liam Kelly

[illegible]

Edn 157-13-3 General 3

D 2732

Office of the Inspector General of Education

in Mysore, Camp Mysore, 6th November 1913

Dear Mr Pamaswamaiya,

Your D O No 5073/Ed 157-13-2 dated the 3rd instant I have reminded Mr Tait to send his report regarding the work of Mr E P Metcalfe, and as soon as his reply is received I shall submit my report to Government Mr Metcalfe also saw me in connection with the subject and a few days will be necessary before any communication can be sent

Yours sincerely,

H Sharma Rao

Edn 187-13
General
D 3055

Edn 81]

OFFICE OF INSPECTOR GENERAL OF EDUCATION IN MYSORE

No 6136 / 332

Bangalore 21st November *1913*

From

M SHAMA RAO ESQ MA
Inspector General of Education in Mysore

To

C S Balasundaram Iyer Esq , B A
Secretary to the Government of His Highness the
Maharaja of Mysore Departments of Education & Agriculture

SIR

With reference to your letter No C 6/Edn dated 13th October 1913 calling for a report regarding the work of Mr Metcalfe Professor of Physics Central College Bangalore together with my opinion about his confirmation in the appointment I have the honour to report that the work of Mr Metcalfe is very satisfactory and to recommend that he may be kindly confirmed Mr Tait whom I consulted in the matter states that he has the highest opinion of Mr Metcalfe's work and recommends his confirmation

I have the honour to be
Sir
Your most obedient servant

M Shama Rao

Inspector General

TNR

(11)

Office of the Inspector General of
Education in Mysore
Bangalore 4th December 1913

D O No 519

My dear Mr Balasundaram Iyer

Please refer to my official letter No 6136/332 of the 21st November 1913 regarding Mr Metcalfe's confirmation He has now made certain representations which I am forwarding to Government and in the meanwhile no orders need be passed on my letter

Yours sincerely

H Sheshadri

Edn 15-7-13
Serial 5

Edn 81]

OFFICE OF INSPECTOR GENERAL OF EDUCATION IN MYSORE

No 7676 / 394 Enc 3+1

Bangalore 17th December 1913

From

M SHAMA RAO Esq MA
Inspector General of Education in Mysore

To

C S Balasunderam Iyer Esq B A
Secretary to the Government of His Highness the
Maharaja of Mysore Depts of Education & Agriculture

SIR

In continuation of my letter No 6136/332 of the 21st November 1913 recommending the confirmation of Mr E P Metcalfe B Sc as Professor of Physics Central College Bangalore I have the honour to forward herewith for the favourable consideration of Government copies of his letters dated 27th and 28th November and 5th December 1913 specifying certain terms under which he is willing to continue as Professor of Physics in the College and to give my opinion on the points referred to by him -

1 As regards his first request that he may be placed on a footing of equality with the Indian Educational Officers any improvement in pay and pension which may be made in the case of similar officers of the Indian Educational Service as a result

of

of the recommendation of the Public Service Commission may be extended to Mr Metcalfe and his name included in the list of officers entitled to the benefits of Articles 328 and 336 (c) of the Mysore Service Regulations and he may be allowed to draw his pension in England at 1s 9d per rupee as is applicable to European officers who were entertained in Mysore perior to the 21st November 1905 In fact it may be assumed from the terms of the Government Order No 12905-8/Edn 322-07-7 dated 12th June 1908 that a promise to the effect has already been made to Mr Metcalfe

2 The personal allowance of Rs 100 on account of home rent asked for is a new request Mr Metcalfe is a man of ability and enthusiasm and any encouragement which Government may wish to show him will not be thrown away I leave the matter entirely in the hands of Government

3 As regards exemption from the Mysore Insurance Rules I see no objection to grant him the exemption

4 As regards study-leave, it is very desirable that such officers should be given study-leave once in six years on two-thirds of their Indian pay, the time spent on such study-leave counting towards pension A limit however should be fixed to such leave, say two years in all during the whole period of the service

5 As regards the other terms mentioned 'r Metcalfe may be brought under the Mysore Service Regulations in place of the rules of the Indian Institute of Science according to which his leave is now regulated and his name included in the list of officers admitted to the benefits of the rules of Chapter XIV of the Mysore Service Regulations The suggestion made by him to relax the prohibition of the combination of any leave(except furlough) with the vacation I commend to the favourable consideration of Government

I have the honour to be

Sir

Your most obedient servant

Inspector General

NITON

D O , PALACE ROAD

BANGALORE

27/1/13

Dear Sir

The period of five years for which I have been appointed as Professor of Physics in the Central College expires on Nov 28th I should be glad to know whether His Highness' Government propose to continue me in the appointment I beg to say that I am willing to continue as Professor of Physics in the Central College on the following terms -

(1) That I shall be given the same improvement in pay and pension if and whenever an improvement shall be made in the pay and pension of similar officers of the Indian Educational Service as a result of the recommendation/of the Public Services' Commission

(2) That I be given a personal allowance of Rs 100/ per mensem in addition to my salary as a contribution towards the expense of renting a house

(3) That I be exempted from the Mysore Insurance Regulation

(4) That I be granted study leave once in six years on two-thirds of my Indian pay the time spent on study leave to count as service towards pension

(5) That I be placed on the list of officers coming under the more favourable furlough rules

(6) That the position of my two assistants be regularised by giving them their proper official designations of First Assistant Professor of Physics and Second Assistant Professor of Physics respectively

(7) That provision may be made for starting an Honours course in Physics if possible next session

These conditions appear to me to be not unreasonable In support of them I beg to append a few remarks

(1) During the five years of my probationary service I have designed and superintended the building of one of the finest Physical Laboratories in India In this connection I must acknowledge the readiness with which Government supplied the necessary funds for this work when once they had been convinced of the desirability of founding a first-class school of Science at the Central College. I am also under considerable obligation to the Department of Public Works for the excellent work put into the fabric of the Physics Building I wish to point out that the supervision of the work of construction and equipment had to be done simultaneously with the carrying on of the ordinary professorial routine and that in spite of the double work thus entailed upon me the credit of the Central College as a school of Physics has been at least maintained among the schools of the University of Madras At present it will be found I think that our reputation in this branch is second to none in the University I desire to claim only part of the credit for this as I am greatly indebted for such success as has been achieved to the admirable assistance of my immediate subordinates and the continuous encouragement of the Principal But it will be recognised that my work is quite on a level with that of corresponding officers of the Indian Educational Service and therefore deserving of the same remuneration It should be borne in mind too that in the Mysore Service there is nothing corresponding to the posts of Director and Deputy Director of Public Instruction likely to be open to European members of the service in this respect our prospects are inferior to

to those of the I E S

(2) With regard to the question of a personal allowance it will be remembered that when I was appointed (and for some time after) it was the intention of Government to provide quarters for members of the College staff in the vicinity of the College The opinion of Government on this point has undergone a change and there is now no likelihood of such provision being made Members of the staff who find it necessary to reside in the neighbourhood of the College are put to great expense in the matter of house-rent I ask for a "personal" rather than for a "house-rent' allowance, as I understand that the latter is discontinued to an officer on furlough or other leave it would be inconvenient to have to give up one s house while on leave

(3) The Mysore Insurance scheme is said to give much less favourable terms to European members of the service than they are able to obtain elsewhere However this may be I have at present no one dependent on me

(4) The suggestion of study leave was made by Government to Sir William Ramsay in the letter asking him for nominations for the appointment which I subsequently received Government will probable recognise the advisability of granting adequate study leave without further arguments on my part I may mention that study leave is a recognised institution in all the great American Universities and that there it is not merely granted to but is imposed upon members of the professorial staffs I should like to ask Government to permit me to complete the necessary three further terms of residence at the University of Cambridge qualifying for the Honours Degree by Research of that University I left Cambridge when just half-way through the required period of residence in order to take up my present appointment A convenient time for this would seem to be during the session

session 1915-16

(6) The official designations of my two senior assistants are at present "Assistant Master Central College" and "Additional Science Assistant Central College" respectively These designations are relics of the time when the Central College was more of a High School than a University College they do not accord with the standing of nor do they correctly indicate the type of work performed by the two gentlemen in question

In conclusion I beg to express the hope that Government may be pleased to treat the question of my reappointment as urgent and to communicate their opinion on the above points as soon as may be I shall with your permission continue to carry on work as usual for a reasonable time pending the decision of Government it being understood that I do so without prejudice to my claim to a free first class passage to London as provided in my first agreement in the event of Government being unable to grant my terms

I beg to remain Sir
Yours very faithfully
(Sd) E P Metcalfe

To

M Shama Rao Esq M
Inspector General of Education in Mysore

(Copy)

Inspector General

No 5866-7/1023 URGENT

Office of the Inspector-General of Education in Mysore

To

Sir William Ramsay Prof of Chemistry University College London

23rd Jan 1908

Dear Sir William

I am directed to inform you that the place of Professor of Physics in the Central College Bangalore will be vacant in the third week of April after which the College will be closed for the hot weather vacation until the 5th June The Government of H H the Maharaja will feel much obliged if you can kindly recommend two or three qualified men from whom the Mysore Government can select one for the post The new professor will be given the same terms of pay, leave and pension as are given to officers of the Indian Educational Service recruited in England by the Secretary of State for India The pay is Rs 500 a month and rises by annual increment of Rs 50 to Rs 1000 at the end of the tenth year of service The leave and pension rules in Mysore are the same as in British India I send by book post a copy of the Mysore Service Regulations

The qualifications necessary in the Professor of Physic may be judged from a copy of the new regulations of the Madras University which I beg to send by post The professor of Physics should be able to take his pupils through the course of study (iv) prescribed for the Honours Examination for the degree of B A in Physical Science (iiA) The Professor must have had a thorough training under some well known expert in laboratory wor and should be able to train his pupils for the practical examinations This is a most important point Every six years or so he will be expected to spend a portion of his furlough in special study to keep himself

himself up to date on 2/3rds of his Indian pay and to give a report on how he has spent his time at the end of special study To get a man thoroughly well trained in laboratory work, it may be necessary to look outside London and Cambridge for a qualified man in Edinborough or Glasgow You are however the best judge of where the most suitable Professor services can be obtained He should in addition to the above qualifications be an enthusiast in his subject and have a love for teaching natives of India

The new Professor will be on probation for a period of five years at the end of which period it will be open to the Government or to the Professor to terminate the contract A single first class passage to Bangalore will be paid at the commencement of service and also at the end of the first five years' service if the contract is terminated b either party then

To meet the requirements of the new regulations of the Madras University, new laboratories and lecture rooms will shortly be built and the help and advice of the new Professor will be required for making the most suitable arrangements for accommodation as well as for equipping the laboratories

etc eto eto

(Signed) H J Bhabha

I C of Edn in Mysore

(Copy)

Dr Rama Rao

Inspector General

TNR

N I T O N

PALACE ROAD

B A N G A L O R E

5th Dec 1913

Dear Sir

I find on further reference to the Mysore Service Rules that recently recruited officers are placed at a considerable disadvantage in respect of pension as compared with older members of the Service unless a special agreement be arranged I beg therefore to add to Condition No 1 of my D O of 27th November the following -

"With the proviso that the pension shall not be less than that calculated according to the Mysore Service Rules applying to officers whose pension may amount to Rs 6000/- per annum payable in England at one shilling and nine pence to the rupee "

As regards the question of Leave Rules I am prepared to accept those of the Mysore Service Regulations with the addition of some definite arrangement regarding Study Leave (which leave seems unprovided in the Regulations) which it should be possible to combine with Vacation

I should like to suggest that the operation of the rules forbidding the combination of any leave(except furlough with vacation is likely to be contrary to the interests both of the State and of a Professor who may be keen enough to wish to spend an occasional vacation in Europe at his own charges for the purpose of keeping in touch with scientific circles there

It appears to me that the simplest way of coming to a satisfactory arrangement between us would be for the Government to authorise you as Head of the Department to draw up

a form of agreement embodying such of my conditions as Government may feel disposed to grant with any others they may wish to make in their own interest we might then with your approval discuss the matter together You will understand I am sure that I do not wish to appear unreasonable in my demands but there are certain of my conditions which I am disposed to regard as essential I desire if possible to have an agreement with Government so definite as to leave no room for dissatisfaction to either party in future

I am Sir

Yours very faithfully

(Sd) E P Letcalfe

(Copy)

Inspector General

TTR

M I T O N

PALACE ROAD

B A N G A L O R E

28th November 1913

D O

CONFIDENTIAL

Dear Sir

In support of No 2 of my D O of yesterday I beg to add that the allowance therein referred to is equal in amount to the allowance made in lieu of quarters to Assistant Professors of the Indian Institute of Science Apart from this allowance, the ordinary pay of these gentlemen amounts to more for the first eight years of service than does that of Mr Usher or myself Now we are not less well qualified academically or otherwise for our work than they are on the average they have no responsibilities worth mentioning compared with ours they have perhaps one student under instruction where we have eight or ten Besides this they have not had the building and equipment of big laboratories to do as we have I must say taking as detached a view of the matter as I am able to do I honestly believe that Mr Usher and I have deserved well of the State - we have certainly pulled the Central College well into the front rank of the science schools of the University of Madras and in so doing have laid a good practical foundation for a possible future University of Mysore In granting the small allowance I ask for to both of us in acknowledgment of these services and as some recognition of the responsibilities entailed on us as professors in charge of large and important scientific departments of the Central College I do not think that Government need consider themselves comitted in any way to extend this benefit to officers in less responsibile positions.

Trusting that you will be able to bring these considerations before the notice of Government and that you will give

us your valuable support I beg to remain Sir

Yours very faithfully

(Sd) E P Metcalfe

To

Shame Rao Esq M A

Inspector General of Education in Mysore

Bangalore

(Copy)

Shama Rao

Inspector General

ah

Proceedings of the Government of His Highness the Maharaja of Mysore

31/12 Compl No R3162 E7-8-14-666 & 18-1-15

Read -

Correspondence ending with letter No 7676 dated 17th December 1913 from the Inspector General of Education in Mysore, in the matter of the confirmation of Mr E P Metcalfe as Professor of Physics Central College Bangalore,

Order thereon No 2279-80 / Edn 157-13 t

Dated Bangalore the 14th Jan December 1915

Mr Metcalfe who was appointed as Professor of Physics in the Central College by Government order No 12905-8/Edn 322-07-7 - dated 12th June 1908 on certain terms and - on probation for 5 years has now submitted a representation that certain modifications may be made in these terms, while confirming him in the service after the lapse of the -- period of probation Government are not -- prepared to accept all the suggested modifi-

CWC 21/1/15

cations but are pleased to agree to a revision of the said terms as noted below and -- Mr Metcalfe also agrees to abide by the terms as so modified -

Government are pleased to confirm -- Mr Metcalfe in the Educational Service of the State

(a) He will be exempted from the rule enjoining Compulsory Insurance

(b) His name will be included in the list of officers entitled to the benefits of chapter XIV of the Mysore Service Regulations and he will be governed by the said rules instead of these applicable to the Professors of the Indian Institute of Science from the date he entered the service of the Mysore Government any additional leave he may have taken under the rules of the Institute of Science being regarded as 'Furlough'

(c) Out of the furlough earned by him under this chapter a period not exceeding 24 months as may be actually spent on study approved by Government may at the discretion of Government be treated as study leave with a

leave allowance equal to two thirds of average salary Government will not grant any additional travelling allowance or daily allowance during such period Such Study leave will Count as extra for pension

(d) As a special case he will be granted the furlough earned by him at the end of 6 - years of active service instead of at the end of 8 years as required by Article 217 Mysore - Service Regulations

CSB 21/12/14

22 12 14 RG

Secretary to Government,
Departments of
(Agriculture) ~~and~~ Education and

VS 19 12 14

To

The Inspector General of Education in Mysore for information and communication to Mr Metcalfe

The Comptroller in Mysore Two Br II